

Section 1

INTRODUCTION

Welcome to the Defense Leadership and Management Program (DLAMP). Your decision to enter DLAMP is extremely important. As its mission becomes more complex, the Department of Defense must ensure that it has civilian leaders with a solid grasp of national security issues and the depth and breadth of education and experience to meet increasingly difficult challenges. DLAMP is designed to meet that need. As the first fully comprehensive, Department-wide development program for civilian leaders, DLAMP builds on Component and occupation-specific efforts to provide a systematic approach to developing tomorrow's leaders.

The program is designed to help you prepare to assume broader responsibility, expand your knowledge of the national security mission, and strengthen your understanding of complex policy and operational challenges faced by senior military and civilian officials of the Department. DLAMP was refocused in December 2001, making it more mission-oriented and flexible, and better suited to meet the needs of the Department. With over 1,350 active participants as of September 2002 and a plan to admit an additional 300 participants each year, DLAMP is making a difference throughout DoD.

The top leadership of the Department actively supports DLAMP. The DLAMP Council, which provides advice on all aspects of the program, is chaired by the Assistant Secretary of Defense (Force Management Policy). The Executive Secretary is the Deputy Under Secretary of Defense (Civilian Personnel Policy). Membership consists of the Under Secretary of Defense (Acquisition, Technology and Logistics); Under Secretary of Defense (Policy); Under Secretary of Defense (Comptroller); Assistant Secretary of Defense (Command, Control, Communications, and Intelligence); DoD General Counsel; Assistant Secretaries of the Military Departments with oversight for civilian personnel policy; Director of the Joint Staff; and Director of Administration and Management. The DLAMP Office, which handles program operations, is part of the Civilian Personnel Management Service.

We wish you much success as you enter the program and begin to think in a new way about your future goals and contributions to the Department. We hope that you find this Handbook helpful in navigating through the various program requirements and features. Please feel free to share this information with your supervisors and mentors, and with others who may be interested in participating in DLAMP in the future. If you have comments or suggestions regarding the Handbook, please send them to the DLAMP Office, by e-mail to dlamp@cpms.osd.mil.